

Supporting your employees in their Second 50



Businesses should **embrace people working longer.**



27% of people expect to continue to work throughout their life

They bring vast experience, unique skills and different perspectives.

The state pension age is rising to **67 - well into the Second 50.**

Businesses can expect employees to stay working longer in life, and can benefit from **employing a more experienced workforce.**

22%

Worry their retirement income will be less than they expect

22%

Feel empowered to continue working for longer

29%

Fear they have not saved enough

54%

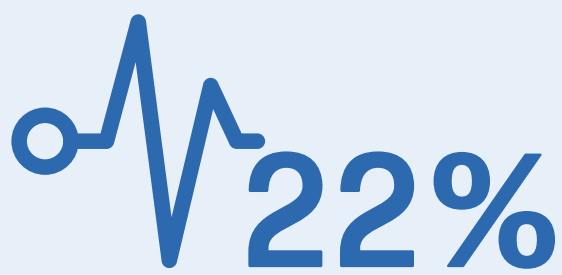
Want to keep their brains active

57%

Enjoy working

Supporting financial wellbeing in the Second 50

Employers can support employees to afford a longer healthier life:



22% of 55-64 year olds are worried about affording a longer and healthier life

Employers can help support employees to work longer by:



Offering hybrid/flexible work arrangements



Providing ongoing training and upskilling opportunities

Helping to build confidence and skills in your workforce

Employers can help employees to feel more comfortable in their role:



1 in 3 people

Fewer than 1 in 3 workers over 50 think their skills are completely relevant to their workplace

Employers can empower their workforce to perform:



Provide training that builds confidence, aids development and fuels success



The Second 50: Navigating a multi-stage life

Aegon's new report into how living longer is changing our relationship with work and retirement, highlighting the unique demands that impact on businesses and their employees.

You can read our **Second 50** report here.